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ELECTRONIC THESIS AND DISSERTATION UNSYIAH

TITLE

KINERJA PEGAWAI PEMERINTAH ACEH (THE PERFORMANCE OF EMPLOYEES OF ACEH GOVERNMENT)

ABSTRACT

This study aims to determine the effect of employee empowerment on the performance of employees at the Office of the Government of Aceh. The data used were primary by distributing questionnaires to 390 employees working at the Aceh Government Office. The research method used is quantitative method and data analysis model used is Structural Equation Modeling (SEM). The results of the study found that directly employee empowerment, career development, work environment and employee talent have a significant effect on work motivation. This study also found that directly employee empowerment, work environment, talent and work motivation significantly influence employee performance, while career development has no direct effect on performance. Other findings of this study is the motivation of work mediate partially influence the empowerment of employees, career development and employee talents on performance. The results of the analysis found that all variables had a significant effect on employee performance. The government of Aceh is expected to improve the function of better career development and also create a conducive working environment in order to improve the performance of Aceh Government Office employees..

Keywords: Employee Empowerment, Career Development, Work Environment, Employee Talent, Motivation and Employee Performance.